

Posted 10/14/10

Revised 7/18/05

GAS/ELECTRIC APPRENTICESHIP TRAINING PROGRAM

**I. Committee Structures/Roles**

A. Establishment of new Executive Committee, which oversees both Gas and Electric apprenticeship programs:

1. Consists of 3-Ameren Mgmt. & 3-IBEW.
2. Review and act upon recommendations of the Electric Central Committee and the Gas & Electric Work Site Committees.
3. Direct special training opportunities.
4. Address individual apprentice training, development and performance issues as necessary.
5. The Company has the ultimate responsibility regarding areas of disagreement and reserves the right to make the final decision.

B. Apprentice Coordinator:

1. The Executive Committee may appoint coordinator(s) as necessary.

C. Electric Central Apprenticeship Committee:

1. Consists of 4-Ameren Mgmt. and 4-IBEW members in addition to the Apprentice Training Administrator (Ex-officio members may be present at times).
2. Review and recommend training agenda, tools, equipment and training aides.
3. Monitor training session results.
4. Provide feedback to the Executive Committee regarding curriculum, opportunities, results and concerns.

D. Work Site Committees:

1. Formed in all departments when and where apprentices are assigned, and/or receive training.

2. In the Peoria Electric Operations Dept. the work site committees will consist of 1-Mgmt. and 1-IBEW representative from Electric Meter, Underground, Substation, and Construction (total of 4-Mgmt. and 4-IBEW).
3. Consists of 1-2 Ameren Mgmt. and 1-2-IBEW members in Peoria Gas Operations, Peoria districts, Lincoln, Springfield, Tuscola & Homer where apprentices receive training.
4. Monitor assignments of apprentices.
5. Monitor progress of apprentices.
6. Review and/or prepare apprentice evaluations and review same with apprentices.
7. Provide feedback to the Executive Committee regarding curriculum, opportunities, results and concerns.

## II. Training

### A. Apprentice Assignments:

1. Apprentices may be given temporary training assignments within the Division of their headquarters.
  - a. Minimum assignment in headquarters (other than reporting headquarters) is to be 3 consecutive weeks. (Can be shorter with Executive Committee approval).
  - b. Maximum duration of any one assignment in headquarters other than reporting headquarters is to be 16 consecutive weeks. (Can be extended with Executive Committee approval).
  - c. Change in reporting headquarters within the Division is to be on the individual apprentice's time and at their expense, with the exception of those headquartered in Homer.
2. Apprentice assignments within the Company, outside of the Division may be made with Executive Committee approval.

### B. Filling of Vacancies:

1. Post for Journeyman, if no Journeyman bids the position, post for an apprentice (except as noted in 1a).

- a. In the case above, if no journeyman bids are received, the Company has the right to select an available applicant from outside the IBEW unit in lieu of posting for an apprentice.
- b. An apprentice will top out and become a Journeyman at the headquarters where they bid the apprentice position. (no posting required when becoming a Journeyman).

*Executive Committee:*

Matt Moore  
Matt Moore, IBEW

2/18/05  
date

Walter Westfall  
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10/17/05  
date

Terry Rechtsch  
Terry Rechtsch, IBEW

10-18-05  
date

Craig Gilson  
Craig Gilson, Company

3/22/05  
date

Carl Spence  
Carl Spence, Company

8/18/05  
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Jerome Themig  
Jerome Themig, Company

9/21/05  
date